

1975 Assembly Bill 902

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CHAPTER 28, Laws of 1975

AN ACT to repeal 16.30 (1) (f); to amend 16.086 (3) (a) and (4), 16.30 (1) (a) (intro.), 2, 3, and (c), (2m) and (4) (d) and 20.923 (1) (a); to repeal and recreate 16.086 (5) and (7); and to create 16.086 (7m) and 16.30 (1) (a) 2m and 3m of the statutes, relating to legislation required to implement the provisions of the 1975-77 compensation plan proposals of the director of personnel.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

SECTION 1. 16.086 (3) (a) of the statutes is amended to read:

16.086 (3) (a) *Submission to the board.* The director shall submit to the board his proposal for any required changes in the compensation plan which may include across the board ~~or equity~~ pay adjustments for positions in the classified service. The proposal shall include the amounts and methods for within range pay progression, for pay transactions, and for performance awards. The proposal shall be based upon experience in recruiting for the service, data collected as to rates of pay for comparable work in other public services and in commercial and industrial establishments, recommendations of state departments and any special studies carried on as to the need for any changes in the compensation plan to cover each year of the biennium. The proposal shall also take proper account of prevailing pay rates, costs and standards of living, the findings of the biennial wage and benefit survey conducted pursuant to par. (am) and the state's employment policies.

SECTION 2. 16.086 (4) of the statutes is amended to read:

16.086 (4) COMPENSATION PLAN IMPLEMENTATION PROVISIONS. When an approved compensation plan or an amendment thereto becomes effective, required individual pay adjustments shall be made in accordance with ~~the statutes and rules of the director~~ determinations made by the director to implement the approved plan.

SECTION 3. 16.086 (5) of the statutes is repealed and recreated to read:

16.086 (5) WITHIN RANGE PAY ADJUSTMENTS. (a) *Pay advancement techniques, application.* The varying circumstances and needs of the widely diverse occupational groups of state service must be recognized and met through several methods of systematic pay advancement. To this end the compensation program shall contain either individual or combinations of pay advancement techniques, and the pay schedules therein may contain provisions for a variety of methods of within range progression, including, but not limited to discretionary performance awards, equity adjustments, "time in grade" adjustments, and other appropriate within range adjustments as may be provided in the compensation schedule.

(b) *Date.* Any authorized pay adjustments under this section shall be awarded by each department head for his department subject to par. (d) on the date or dates in the approved plan.

(c) *Increase limits.* Unless otherwise defined in the pay schedule the total amount for all such within range increases shall not exceed the amount for such increases specified and approved by the joint committee on employment relations in its action on the director's proposal for such increases.

(d) *Individual increase limit.* No appointing authority shall award an employe cumulative performance award increases or other types of cumulative within range pay adjustments exceeding a total of 10% of the employe's base pay during a fiscal year.

SECTION 4. 16.086 (7) of the statutes is repealed and recreated to read:

16.086 (7) EXCEPTIONAL PERFORMANCE AWARDS. Consistent with applicable provisions of sub. (5) it is the declared public policy that pay rates of employes in the classified service shall be increased consistent with sound personnel practice to recognize exceptional performance. Such exceptional performance awards shall be noncumulative and awarded to employes in accordance with eligibility determinations of the director consistent with the provisions of the approved compensation plan and the schedules contained therein. Funding for such exceptional performance awards shall be derived from any unspent moneys under sub. (5) and from the within range awards granted to an employe during the current fiscal year under sub. (5) who terminates with the department. Exceptional performance awards shall be made on a lump sum basis, within the limits approved for such awards and shall not be considered part of an employe's basic pay.

SECTION 5. 16.086 (7m) of the statutes is created to read:

16.086 (7m) PAY ADJUSTMENT FILING REQUIREMENTS. Except as provided in sub. (7), in the rules of the director, and in the compensation plan, pay increases shall be made only on the dates prescribed under sub. (8). Appointing authorities shall at such times each year as specified by the director of personnel file with him and with the department of administration a list of employes showing their then existing pay rates and their proposed new pay rates.

SECTION 6. 16.30 (1) (a) (intro.), 2 and 3 and (c) of the statutes are amended to read:

16.30 (1) (a) (intro.) Except as provided in ~~par. (f) and~~ sub. (1m), heads of departments shall grant to each person in their employ, except limited-term employes, based on his accumulated continuous state service, annual leave of absence without loss of pay at the rate of:

2. One hundred twenty hours each year for a full year of service during the next ~~10~~ 5 years of service;

3. One hundred sixty hours each year for a full year of service during the next ~~10~~ 5 years of service;

(c) When the rate of annual leave changes during the 5th, 10th, 15th, 20th or 25th calendar year, the annual leave for that year shall be prorated.

SECTION 7. 16.30 (1) (a) 2m and 3m of the statutes are created to read:

16.30 (1) (a) 2m. One hundred thirty-six hours each year for a full year of service during the next 5 years of service.

3m. One hundred seventy-six hours each year for a full year of service during the next 5 years of service.

SECTION 8. 16.30 (1) (f) of the statutes is repealed.

SECTION 9. 16.30 (2m) of the statutes is amended to read:

16.30 (2m) An employe of the state who as a result of long and faithful service has accumulated unused sick leave under sub. (2), shall, at the time of retirement or death, receive full conversion credit at his current basic pay rate for those days. The conversion credit shall be recorded and used on behalf of the employe or surviving ~~spouse~~ dependents to offset the cost of health insurance premiums under s. 40.16 (3). "Dependents" means the spouse of the employe or an employe's unmarried child as defined by the rules of the group insurance board. The appointing officer shall notify the group insurance board within 60 days of the employe's retirement of the amount of credit the employe is eligible to receive. The administration of this benefit shall be subject to ch. 40, and the rules of the group insurance board.

SECTION 10. 16.30 (4) (d) of the statutes is amended to read:

16.30 (4) (d) In addition to the holidays granted under pars. (a) and (c), all employes shall be granted ~~one~~ 2 additional ~~holiday~~ holidays annually ~~effective July 1, 1969, and a 2nd additional holiday annually effective July 1, 1970, and a 3rd additional holiday annually effective January 1, 1976,~~ such holidays to be taken at the discretion of the appointing ~~officer~~ authority. The appointing ~~officer~~ authority shall respect the wishes of the eligible employes as to the time of taking the holidays under this paragraph insofar as the needs of the service will permit.

SECTION 11. 20.923 (1) (a) of the statutes is amended to read:

20.923 (1) (a) To this end, a compensation plan consisting of 10 executive salary groups is established, ~~extending the state compensation plan in the classified service in schedule one to 27 salary ranges of the state compensation plan for the classified service from ranges 10 through 19.~~ No salary range established above salary range 23 15 may be utilized in the establishment and compensation of positions in the classified service without specific approval of the joint committee on employment relations. The dollar value of the salary range minimum and maximum for each executive salary group shall be reviewed and established in the same manner as that provided for positions in the classified service under s. 16.086 (3). The salary-setting authority of individual boards, commissions, elective and appointive officials elsewhere provided by law is subject to and limited by this section, and the salary rate for these positions upon appointment and subsequent thereto shall be set by the appointing authority pursuant to this section, unless the position is subject to article IV, section 26 of the state constitution.

**SECTION 12. Effective dates.** The change in the vacation schedule provisions by **SECTIONS 6 and 7** of this act shall become effective on January 1, 1976.

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